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**Contract Database Metadata Elements**

Title: **Middletown Enlarged City School District and Middletown Educational Clerical Association (2007)**

Employer Name: **Middletown Enlarged City School District**

Union: **Middletown Educational Clerical Association**

Effective Date: **07/01/07**

Expiration Date: **06/30/12**

PERB ID Number: **7947**

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77 members

SEC/7947

7/1/07 - 6/30/12

5/29/08

STIPULATION OF AGREEMENT made and entered into this 29<sup>th</sup> day of May, 2008, by and between the negotiating committees for the Middletown Enlarged City School District ("the District") and the Middletown Educational Clerical Association ("the Association").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract that covered the period July 1, 2003 through June 30, 2007; and

WHEREAS, the parties have arrived at a tentative agreement;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Stipulation are subject to ratification by the Association's membership and ratification and approval by the Board of Education.
2. The respective negotiating committees agree to recommend this Stipulation for ratification/approval.
3. A copy of this original document has been furnished to representatives of the District and the Association.
4. All proposals not covered herein made by either party during the course of negotiations shall be deemed dropped.
5. Article I (Recognition): Effective upon the complete ratification and approval of the 2007-2012 Agreement, remove "Personnel Clerk" from the bargaining unit.

**RECEIVED**  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

APR 13 2009

-1-

**ADMINISTRATION**

6. Article II (E) (Association Rights): Effective upon the complete ratification and approval of the 2007-2012 Agreement, change "delegate" to "representative." Amend second sentence as follows: "Five of these days shall be available for use during the summer and five may be used during either the summer or the school year. However, no more than five days may be utilized on one work day."

7. Article IV (C) (Summer Hours): Effective July 1, 2009, summer hours shall end six work days prior to the date that the teaching staff returns to work. Effective September 1, 2009, all summer hours shall be eliminated.

8. Article V (A)(Salary): The base salary schedules shall be increased as follows:

2007-2008-	3.25%
2008-2009-	3.5%
2009-2010-	3.5%
2010-2011-	3.25%
2011-2012-	3.0%

Effective July 1, 2007, each step on the salary schedules shall be increased by \$175 prior to the application of the 3.25% referenced above.

9. Article V(E) (Paycheck Options): Effective upon the complete ratification and approval of the 2007-2012 Agreement, the District shall have the right, upon prior notice to the Association, to implement a bi-monthly payroll in which employees shall be paid on the 15<sup>th</sup> and 30<sup>th</sup> of each month. However, employees may continue to select Option (2) with payments on the 15<sup>th</sup> and 30<sup>th</sup> of each month.

10. Article VI (A) (Longevity): Effective July 1, 2008, the longevity schedule shall be modified as follows:

Increase Year 6- \$50

Increase Year 10, 13, 15, 18- \$100

Increase Year 20, 23, 25- \$150

Increase Year 28, 30- \$300

11. Article VI (C)(1) (Special Longevity): Effective upon the complete ratification and approval of the 2007-2012 Agreement, amend notice requirement to 90 days.

12. Article VI (C)(1) (Special Longevity): The special longevity payment shall be the following amounts:

July 1, 2008-	\$4,000
July 1, 2009-	\$4,000
July 1, 2010-	\$4,000
July 1, 2011-	\$4,000
July 1, 2012-	\$3,000
July 1, 2013-	\$2,000
July 1, 2014-	\$1,000

Effective June 30, 2015, this provision shall sunset and shall have no further effect. The Association waives the applicability of Civil Service Law Section 209-a 1(e) to this provision.

13. Article X (B) (Health Insurance): Effective upon the complete ratification and approval of the 2007-2012 Agreement, employees enrolled in the family health insurance plan

whose base salary is \$40,437 or more shall contribute 5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is at least \$40, 437 shall contribute 5% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 4% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 4% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the cost of the individual health insurance premium.

Effective July 1, 2009, employees enrolled in the family health insurance plan whose base salary is \$40,437 or more shall contribute 6% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose salary is at least \$40, 437 shall contribute 6% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base

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Effective July 1, 2011, employees enrolled in the family health insurance plan whose base

salary is \$41,650 or more shall contribute 8% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose salary is at least \$41,650 shall contribute 8% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is between \$20,000 and \$41,649 shall contribute 7% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is between \$20,000 and \$41,649 shall contribute 7% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is less than \$20,000 shall contribute 6.5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is less than \$20,000 shall contribute 6.5% of the cost of the individual health insurance premium.

Effective as soon as practicable following complete ratification and approval of the 2007-2012 Agreement, an Internal Revenue Code § 125 flexible spending plan related to health insurance shall be implemented, provided that the District shall have the right to designate the Plan administrator. It is understood that participation in the flexible spending plan is voluntary and that before the plan is utilized by a particular unit member, he/she shall first agree in writing to indemnify and save the District harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the District for the purpose of complying with this Section.

14. Article XI (NEW C) (Dental Insurance): Effective July 1, 2010, the current dental plan's annual deductible shall be increased to \$100 for individual and \$300 for family. The District shall pay the full cost of the dental plan for the 2007-2008 school year. Effective July 1, 2008, employees enrolled in the family dental insurance plan whose base salary is \$40,437 or more shall contribute 5% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose base salary is at least \$40, 437 shall contribute 5% of the cost of the individual dental insurance premium. Employees enrolled in the family dental insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 4% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 4% of the cost of the individual dental insurance premium. Employees enrolled in the family dental insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the cost of the individual dental insurance premium.

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and that before the plan is utilized by a particular unit member, he/she shall first agree in writing to indemnify and save the District harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the District for the purpose of complying with this Section.

15. Article XII (C) (Sick Leave Reimbursement): Effective July 1, 2008, change \$55 to \$60 at 21+ years of service.

16. Article XIII (A)(5) (Sick Bank): Effective July 1, 2008, add- "If on any July 1<sup>st</sup>, the balance in the sick bank is 400 or more days, employees shall not be required to contribute one sick day for that school year, except if the sick bank balance falls below 400 during that school year."

17. Article XXI(A)(4)(b) (Grievance Procedure): Effective upon the complete ratification and approval of the 2007-2012 Agreement, change five working days to 10 working days.

18. Article XXI(A)(6)(b) (Grievance Procedure): For all grievances filed after the complete ratification and approval of the 2007-2012 Agreement, replace the American Arbitration Association with a mutually selected panel of five arbitrators who shall be utilized on a rotating basis. In the event the parties are unable to agree on an arbitrator(s), whether in the initial selection of the panel or following the parties mutual decision to remove an arbitrator from the panel, the American Arbitration Association shall be utilized to replace the arbitrator(s) missing from the rotation.

19. Article XXIV (A) (Welfare Fund): The welfare fund shall be increased by the

following amounts:

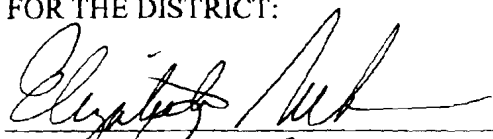


Effective July 1, 2007-	3.25%
Effective July 1, 2008-	\$1,000
Effective July 1, 2009-	3.5%
Effective July 1, 2010-	3.25%
Effective July 1, 2011	3.0%

20. New Article (Personnel File): No derogatory material related to an employee's job performance shall be placed in the employee's personnel file unless the employee has the opportunity to read the material. The employee has the right to affix his/her signature to the actual copy to be filed. Such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with its contents. The employee also has the right to submit a written answer to such material within 10 days.

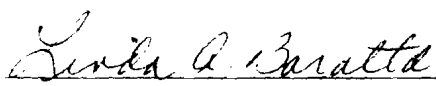
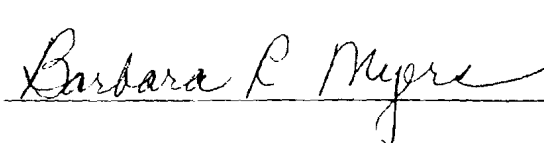
Except for the employee's answer to derogatory material entered in accordance with this provision, materials to be placed in the employee's file shall be at the total discretion of the District.

21. Article XXV(Duration): Five years, effective July 1, 2007 through June 30, 2012.

FOR THE DISTRICT:

  
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\_\_\_\_\_  
  
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FOR THE ASSOCIATION:

  
\_\_\_\_\_  
  
\_\_\_\_\_

5/29/08

Julie C. Dwyer  
Michael Dwyer

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**MECA Salary Schedules**

**12 Month Employees:**

<b>Computer System Specialist</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Titles			3.25%	3.50%	3.50%	3.25%	3%
Step 1	\$ 49,824	\$ 49,999	\$ 51,624	\$ 53,431	\$ 55,301	\$ 57,098	\$ 58,811
Step 2	\$ 51,530	\$ 51,705	\$ 53,385	\$ 55,254	\$ 57,188	\$ 59,046	\$ 60,818
Step 3	\$ 53,114	\$ 53,289	\$ 55,021	\$ 56,947	\$ 58,940	\$ 60,855	\$ 62,681
Step 4	\$ 54,880	\$ 55,055	\$ 56,844	\$ 58,834	\$ 60,893	\$ 62,872	\$ 64,758
Step 5	\$ 56,729	\$ 56,904	\$ 58,753	\$ 60,810	\$ 62,938	\$ 64,984	\$ 66,933
Step 6	\$ 58,670	\$ 58,845	\$ 60,757	\$ 62,884	\$ 65,085	\$ 67,200	\$ 69,216
Step 7	\$ 60,730	\$ 60,905	\$ 62,884	\$ 65,085	\$ 67,363	\$ 69,553	\$ 71,639
Step 8	\$ 63,026	\$ 63,201	\$ 65,255	\$ 67,539	\$ 69,903	\$ 72,175	\$ 74,340

<b>Technical Assistant, School Business Assistant, Accountant</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 41,293	\$ 41,468	\$ 42,816	\$ 44,314	\$ 45,865	\$ 47,356	\$ 48,777
Step 2	\$ 42,898	\$ 43,073	\$ 44,473	\$ 46,029	\$ 47,640	\$ 49,189	\$ 50,664
Step 3	\$ 44,583	\$ 44,758	\$ 46,213	\$ 47,830	\$ 49,504	\$ 51,113	\$ 52,646
Step 4	\$ 46,449	\$ 46,624	\$ 48,139	\$ 49,824	\$ 51,568	\$ 53,244	\$ 54,841
Step 5	\$ 48,287	\$ 48,462	\$ 50,037	\$ 51,788	\$ 53,601	\$ 55,343	\$ 57,003
Step 6	\$ 50,225	\$ 50,400	\$ 52,038	\$ 53,859	\$ 55,744	\$ 57,556	\$ 59,283
Step 7	\$ 52,225	\$ 52,400	\$ 54,103	\$ 55,997	\$ 57,956	\$ 59,840	\$ 61,635
Step 8	\$ 53,491	\$ 53,666	\$ 55,410	\$ 57,350	\$ 59,357	\$ 61,286	\$ 63,124

<b>Payroll Coordinator, Health Benefits, Purchasing Clerk</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 37,472	\$ 37,647	\$ 38,871	\$ 40,231	\$ 41,639	\$ 42,992	\$ 44,282
Step 2	\$ 39,143	\$ 39,318	\$ 40,596	\$ 42,017	\$ 43,487	\$ 44,901	\$ 46,248
Step 3	\$ 40,425	\$ 40,600	\$ 41,920	\$ 43,387	\$ 44,905	\$ 46,365	\$ 47,756
Step 4	\$ 42,472	\$ 42,647	\$ 44,033	\$ 45,574	\$ 47,169	\$ 48,702	\$ 50,163
Step 5	\$ 44,519	\$ 44,694	\$ 46,147	\$ 47,762	\$ 49,433	\$ 51,040	\$ 52,571
Step 6	\$ 46,512	\$ 46,687	\$ 48,204	\$ 49,891	\$ 51,638	\$ 53,316	\$ 54,915
Step 7	\$ 48,457	\$ 48,632	\$ 50,213	\$ 51,970	\$ 53,789	\$ 55,537	\$ 57,203
Step 8	\$ 50,450	\$ 50,625	\$ 52,270	\$ 54,100	\$ 55,993	\$ 57,813	\$ 59,547

<b>Exec. Secretary, Personnel Clerk</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 33,318	\$ 33,493	\$ 34,582	\$ 35,792	\$ 37,045	\$ 38,249	\$ 39,396
Step 2	\$ 34,924	\$ 35,099	\$ 36,240	\$ 37,508	\$ 38,821	\$ 40,083	\$ 41,285
Step 3	\$ 36,608	\$ 36,783	\$ 37,978	\$ 39,308	\$ 40,683	\$ 42,006	\$ 43,266
Step 4	\$ 38,374	\$ 38,549	\$ 39,802	\$ 41,195	\$ 42,637	\$ 44,022	\$ 45,343
Step 5	\$ 40,224	\$ 40,399	\$ 41,712	\$ 43,172	\$ 44,683	\$ 46,135	\$ 47,519
Step 6	\$ 42,164	\$ 42,339	\$ 43,715	\$ 45,245	\$ 46,829	\$ 48,351	\$ 49,801
Step 7	\$ 44,196	\$ 44,371	\$ 45,813	\$ 47,417	\$ 49,076	\$ 50,671	\$ 52,191
Step 8	\$ 46,090	\$ 46,265	\$ 47,769	\$ 49,441	\$ 51,171	\$ 52,834	\$ 54,419
	\$ 48,011	\$ 48,186	\$ 49,752	\$ 51,493	\$ 53,296	\$ 55,028	\$ 56,679

**12 Month Employees:**

<b>Senior School Office Mgr., Secretary, Attendance Officer</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 32,140	\$ 32,315	\$ 33,365	\$ 34,533	\$ 35,742	\$ 36,903	\$ 38,010
Step 2	\$ 34,162	\$ 34,337	\$ 35,453	\$ 36,694	\$ 37,978	\$ 39,212	\$ 40,389
Step 3	\$ 35,143	\$ 35,318	\$ 36,466	\$ 37,742	\$ 39,063	\$ 40,333	\$ 41,543
Step 4	\$ 36,166	\$ 36,341	\$ 37,522	\$ 38,835	\$ 40,195	\$ 41,501	\$ 42,746
Step 5	\$ 37,248	\$ 37,423	\$ 38,639	\$ 39,992	\$ 41,391	\$ 42,737	\$ 44,019
Step 6	\$ 38,839	\$ 39,014	\$ 40,282	\$ 41,692	\$ 43,151	\$ 44,553	\$ 45,890
Step 7	\$ 40,941	\$ 41,116	\$ 42,452	\$ 43,938	\$ 45,476	\$ 46,954	\$ 48,363
Step 8	\$ 43,405	\$ 43,580	\$ 44,996	\$ 46,571	\$ 48,201	\$ 49,768	\$ 51,261

<b>Sr. Steno, Sr. Acct. Clerk, Principal Acct. Clerk, School Office Manager</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 28,885	\$ 29,060	\$ 30,004	\$ 31,055	\$ 32,142	\$ 33,186	\$ 34,182
Step 2	\$ 30,907	\$ 31,082	\$ 32,092	\$ 33,215	\$ 34,378	\$ 35,495	\$ 36,560
Step 3	\$ 31,888	\$ 32,063	\$ 33,105	\$ 34,264	\$ 35,463	\$ 36,616	\$ 37,714
Step 4	\$ 32,911	\$ 33,086	\$ 34,161	\$ 35,357	\$ 36,594	\$ 37,784	\$ 38,917
Step 5	\$ 33,993	\$ 34,168	\$ 35,278	\$ 36,513	\$ 37,791	\$ 39,019	\$ 40,190
Step 6	\$ 35,084	\$ 35,259	\$ 36,405	\$ 37,679	\$ 38,998	\$ 40,265	\$ 41,473
Step 7	\$ 37,686	\$ 37,861	\$ 39,091	\$ 40,460	\$ 41,876	\$ 43,237	\$ 44,534
Step 8	\$ 40,150	\$ 40,325	\$ 41,636	\$ 43,093	\$ 44,601	\$ 46,051	\$ 47,432

<b>Steno., Acct. Clerk, Sr. Clerk, Asst. School Office Manager</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 25,873	\$ 26,048	\$ 26,895	\$ 27,836	\$ 28,810	\$ 29,746	\$ 30,639
Step 2	\$ 27,679	\$ 27,854	\$ 28,759	\$ 29,766	\$ 30,808	\$ 31,809	\$ 32,763
Step 3	\$ 28,675	\$ 28,850	\$ 29,788	\$ 30,830	\$ 31,909	\$ 32,946	\$ 33,935
Step 4	\$ 29,690	\$ 29,865	\$ 30,836	\$ 31,915	\$ 33,032	\$ 34,105	\$ 35,129
Step 5	\$ 30,777	\$ 30,952	\$ 31,958	\$ 33,076	\$ 34,234	\$ 35,347	\$ 36,407
Step 6	\$ 31,861	\$ 32,036	\$ 33,077	\$ 34,235	\$ 35,433	\$ 36,585	\$ 37,682
Step 7	\$ 34,339	\$ 34,514	\$ 35,636	\$ 36,883	\$ 38,174	\$ 39,415	\$ 40,597
Step 8	\$ 36,677	\$ 36,852	\$ 38,050	\$ 39,381	\$ 40,760	\$ 42,084	\$ 43,347

<b>Clerk, KBS, Receptionist, Bi-Ling. Data Entry Clk., Bi-ling. KBS</b>							
	2006-07	\$175	2007-08	2008-09	2009-10	2010-11	2011-12
Step 1	\$ 23,460	\$ 23,635	\$ 24,403	\$ 25,257	\$ 26,141	\$ 26,991	\$ 27,801
Step 2	\$ 25,104	\$ 25,279	\$ 26,101	\$ 27,014	\$ 27,960	\$ 28,868	\$ 29,734
Step 3	\$ 26,084	\$ 26,259	\$ 27,112	\$ 28,061	\$ 29,043	\$ 29,987	\$ 30,887
Step 4	\$ 27,103	\$ 27,278	\$ 28,165	\$ 29,150	\$ 30,171	\$ 31,151	\$ 32,086
Step 5	\$ 28,192	\$ 28,367	\$ 29,289	\$ 30,314	\$ 31,375	\$ 32,395	\$ 33,367
Step 6	\$ 29,280	\$ 29,455	\$ 30,412	\$ 31,477	\$ 32,578	\$ 33,637	\$ 34,646
Step 7	\$ 31,653	\$ 31,828	\$ 32,862	\$ 34,013	\$ 35,203	\$ 36,347	\$ 37,438
Step 8	\$ 33,886	\$ 34,061	\$ 35,168	\$ 36,399	\$ 37,673	\$ 38,897	\$ 40,064

12-11  
13-11

**10 MONTH EMPLOYEES Schedules:**

<b>Sr. Clerk, Steno., Assist. School Office Mgr.</b>			2007-08	2008-09	2009-10	2010-11	2011-12
	2006-07	\$175					
Step 1	\$ 21,614	\$ 21,789	\$ 22,497	\$ 23,285	\$ 24,100	\$ 24,883	\$ 25,629
Step 2	\$ 23,069	\$ 23,244	\$ 23,999	\$ 24,839	\$ 25,709	\$ 26,544	\$ 27,341
Step 3	\$ 23,899	\$ 24,074	\$ 24,856	\$ 25,726	\$ 26,627	\$ 27,492	\$ 28,317
Step 4	\$ 24,738	\$ 24,913	\$ 25,723	\$ 26,623	\$ 27,555	\$ 28,450	\$ 29,304
Step 5	\$ 25,647	\$ 25,822	\$ 26,661	\$ 27,594	\$ 28,560	\$ 29,488	\$ 30,373
Step 6	\$ 26,550	\$ 26,725	\$ 27,594	\$ 28,559	\$ 29,559	\$ 30,520	\$ 31,435
Step 7	\$ 28,616	\$ 28,791	\$ 29,727	\$ 30,767	\$ 31,844	\$ 32,879	\$ 33,865
Step 8	\$ 30,544	\$ 30,719	\$ 31,717	\$ 32,827	\$ 33,976	\$ 35,081	\$ 36,133

<b>Library Clerk</b>			2007-08	2008-09	2009-10	2010-11	2011-12
	2006-07	\$175					
Step 1	\$ 20,551	\$ 20,726	\$ 21,400	\$ 22,149	\$ 22,924	\$ 23,669	\$ 24,379
Step 2	\$ 21,990	\$ 22,165	\$ 22,885	\$ 23,686	\$ 24,515	\$ 25,312	\$ 26,071
Step 3	\$ 22,806	\$ 22,981	\$ 23,728	\$ 24,558	\$ 25,418	\$ 26,244	\$ 27,031
Step 4	\$ 23,655	\$ 23,830	\$ 24,604	\$ 25,466	\$ 26,357	\$ 27,214	\$ 28,030
Step 5	\$ 24,562	\$ 24,737	\$ 25,541	\$ 26,435	\$ 27,360	\$ 28,249	\$ 29,097
Step 6	\$ 25,475	\$ 25,650	\$ 26,484	\$ 27,411	\$ 28,370	\$ 29,292	\$ 30,171
Step 7	\$ 27,490	\$ 27,665	\$ 28,564	\$ 29,564	\$ 30,599	\$ 31,593	\$ 32,541
Step 8	\$ 29,364	\$ 29,539	\$ 30,499	\$ 31,566	\$ 32,671	\$ 33,733	\$ 34,745

<b>Clerk, KBS, Attendance Clk.</b>			2007-08	2008-09	2009-10	2010-11	2011-12
	2006-07	\$175					
Step 1	\$ 19,551	\$ 19,726	\$ 20,367	\$ 21,080	\$ 21,818	\$ 22,527	\$ 23,203
Step 2	\$ 20,920	\$ 21,095	\$ 21,781	\$ 22,543	\$ 23,332	\$ 24,090	\$ 24,813
Step 3	\$ 21,739	\$ 21,914	\$ 22,626	\$ 23,418	\$ 24,238	\$ 25,025	\$ 25,776
Step 4	\$ 22,588	\$ 22,763	\$ 23,503	\$ 24,325	\$ 25,177	\$ 25,995	\$ 26,775
Step 5	\$ 23,495	\$ 23,670	\$ 24,439	\$ 25,295	\$ 26,180	\$ 27,031	\$ 27,842
Step 6	\$ 24,405	\$ 24,580	\$ 25,379	\$ 26,267	\$ 27,186	\$ 28,070	\$ 28,912
Step 7	\$ 26,377	\$ 26,552	\$ 27,415	\$ 28,374	\$ 29,368	\$ 30,322	\$ 31,232
Step 8	\$ 28,210	\$ 28,385	\$ 29,308	\$ 30,333	\$ 31,395	\$ 32,415	\$ 33,388



<b>Longevity 12 Month Employees:</b>		
	2007-08	2008-09
Years		
6	\$ 600	\$ 650
10	\$ 1,400	\$ 1,500
13	\$ 1,700	\$ 1,800
15	\$ 2,000	\$ 2,100
18	\$ 2,300	\$ 2,400
20	\$ 2,600	\$ 2,750
23	\$ 2,900	\$ 3,050
25	\$ 3,200	\$ 3,350
28	\$ 3,500	\$ 3,800
30	\$ 3,800	\$ 4,100

<b>Longevity 10 Month Employees:</b>		
	2007-08	2008-09
Years		
6	\$ 500	\$ 542
10	\$ 1,167	\$ 1,250
13	\$ 1,217	\$ 1,500
15	\$ 1,667	\$ 1,750
18	\$ 1,917	\$ 2,000
20	\$ 2,167	\$ 2,292
23	\$ 2,417	\$ 2,542
25	\$ 2,667	\$ 2,792
28	\$ 2,917	\$ 3,167
30	\$ 3,167	\$ 3,417